



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Mitchell Lee

**Respondent:** West Midlands Fire Service

## PRELIMINARY HEARING

**Heard at:** Midlands (West) (in private; by CVP)

**On:** 19 December 2023

**Before:** Employment Judge Camp

### Appearances

For the claimant: Mr R Allen, counsel

For the respondent: Mr P Wilson, counsel

## JUDGMENT BY CONSENT

1. All of the claimant's complaints, including the whole of claims 1303235/2022, 1300109/2023, 1303290/2023, **apart from** the complaints listed in paragraph 2 immediately below, are dismissed upon withdrawal pursuant to rules 51 and 52 of the Rules of Procedure.
2. The complaints that are **not** withdrawn or dismissed are:
  - 2.1 a complaint of unfair dismissal;
  - 2.2 complaints of victimisation about the following alleged detriments –
    - 2.2.1 within the context of the claimant's appeal against dismissal in September 2023, the respondent ignored key witnesses and evidence regarding credibility and plausibility;
    - 2.2.2 during the 25.09.2023 dismissal appeal hearing, the respondent failed to conduct further investigation with regard to other witnesses who would be relevant to the decision to dismiss.

**Case Numbers: 1303235/2022, 1300109/2023  
1303290/2023 & 1306353/2023**

Employment Judge Camp

20<sup>th</sup> December 2023